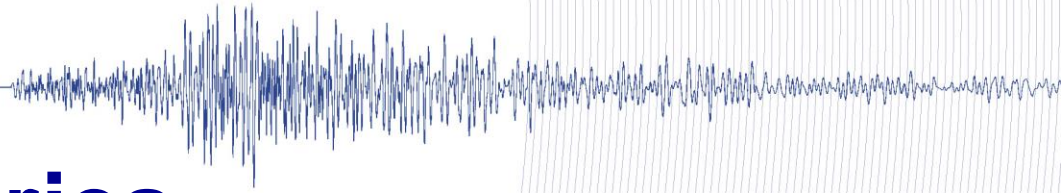


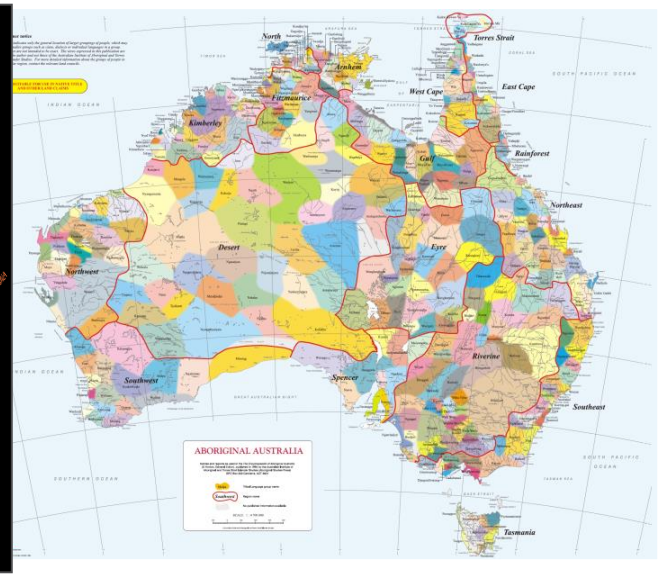
Australian Society of
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ASEG webinar series

Acknowledgement of Country

I'd like to begin by acknowledging the Traditional Owners of all the lands on which we meet today, and pay my respects to Elders past and present. I would also like to extend that respect to any Aboriginal and Torres Strait Islander people who are joining us today.



Today's Talk

- **Background**
- **MENTORING = LEADERSHIP**
- **Questions (if I don't talk for too long!)**



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Disclaimer

TIP: I'm only human – you are too

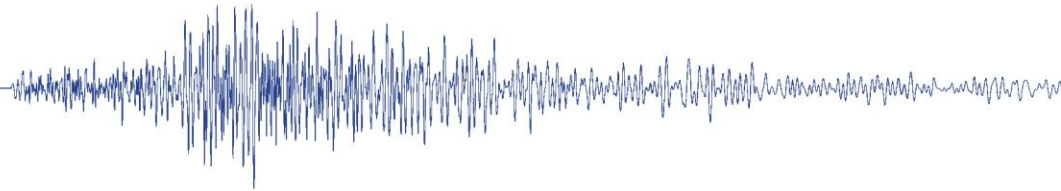
Life

Research

Poll

Do you have a mentor?

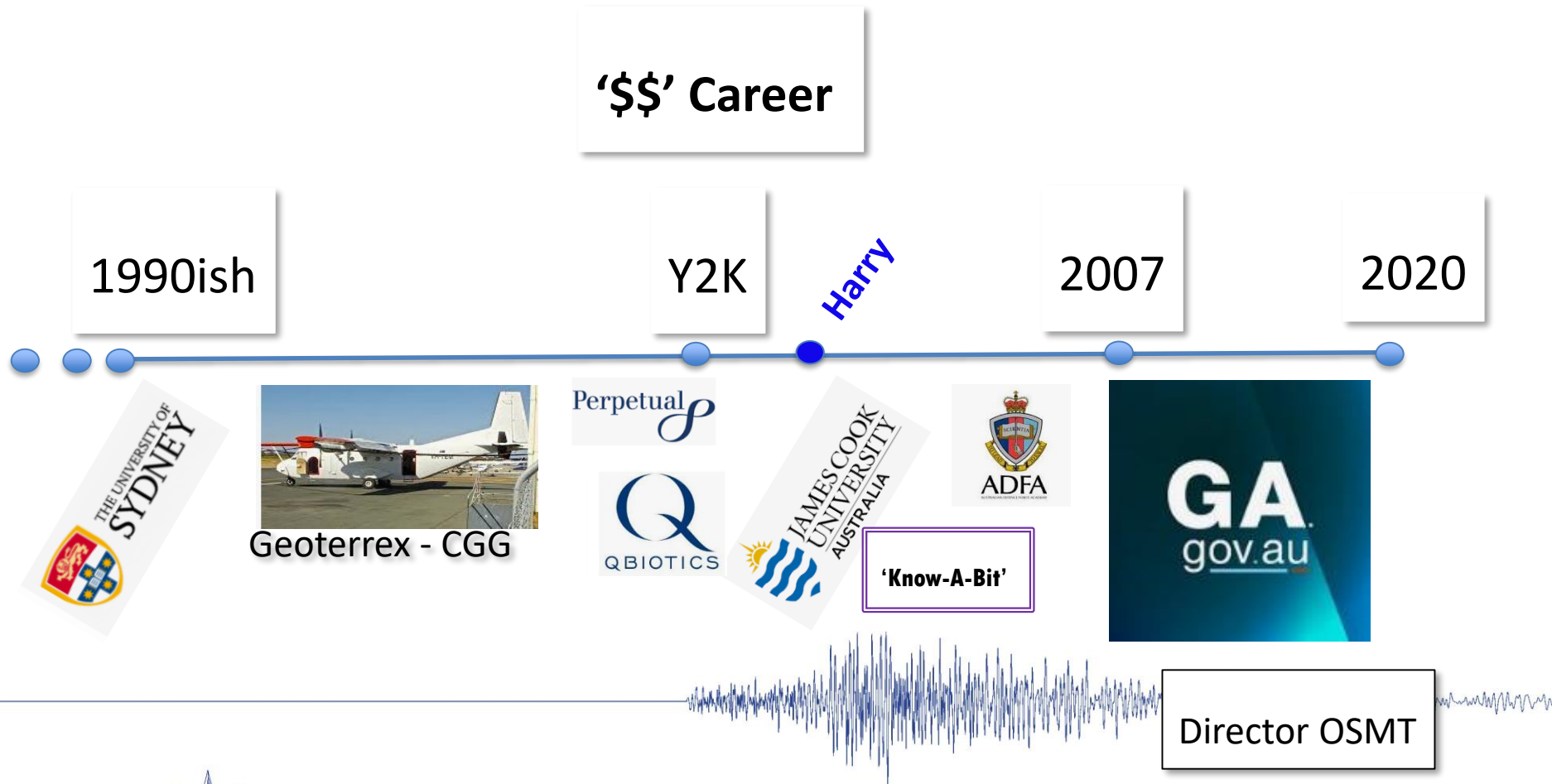
A mentor can be a leader, sounding board, parent, Director, partner, manager, peer, science guru, Professor, friend, coach paid/organise/formalised mentor, a trusted human ..



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My Journey...

TIP: make a time line of your journey



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The ASEG and I have worked together... for a long time..

ASEG 'Career'

Formal Mentor Training IPAA

1990ish

Y2K

2007


2015

2020

 Australian Society of
Exploration Geophysicists
NSW Branch Member

oooooppsss

 Australian Society of
Exploration Geophysicists
ACT Branch Member
ACT Branch Secretary
ACT Branch President

 Australian Society of
Exploration Geophysicists
Federal Executive Board Member
Federal Executive Director Secretary
Federal Executive Director President Elect
Federal Executive Director President

 Science &
Technology
AUSTRALIA
Australian Geoscience Council Inc.
The Council of Earth Science Societies in Australia
AGC

TIP: DON'T WAIT SO LONG TO ASK!



WHAT IS MENTORING?

Mentoring is sharing knowledge, skills and life experience to guide another towards reaching their full potential; it's a *journey of shared discovery*.

Mentoring is multi-faceted; it can be formal or informal and may change and evolve as relationship develops.

Mentors **care** and assure their mentee that they are **not alone** in dealing with day-to-day challenges. They help them understand their **value** and their **strengths**. Mentors help shine light on issues and opportunities.

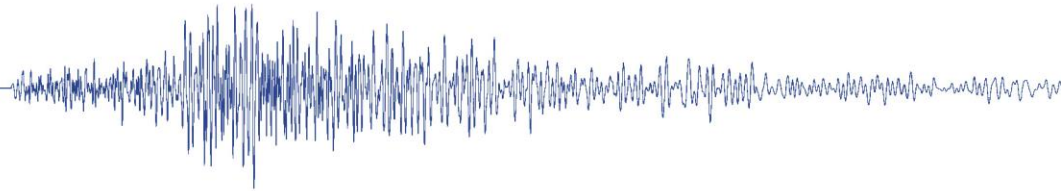
Mentors learn a lot from their mentees. Mentors listen.



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YOU CAN BE MENTORED ON *JUST ABOUT ANYTHING*

GIS, Inversions, Emotional Intelligence, Goal Setting, Geological Interp, Data Management, People Management, Networking, Career Advice, Resources *and where to find them*, Gap Analysis, Risk Management, Work-Life Balance, Advice on Team Work, Advice *on challenging situations*, How to forgive, How to move on, How to not make the same mistakes again, Diversity Issues, Software Advice, Data Base Advice, How to get feedback, How to action feedback, Processes.....



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WHY?

You will get better at sharing knowledge, skills and life experience

You will start to feel supported

You will learn the most unexpected things

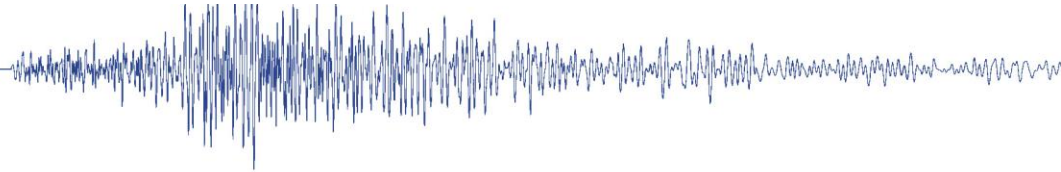
You will start to care

You will set goals and achieve them

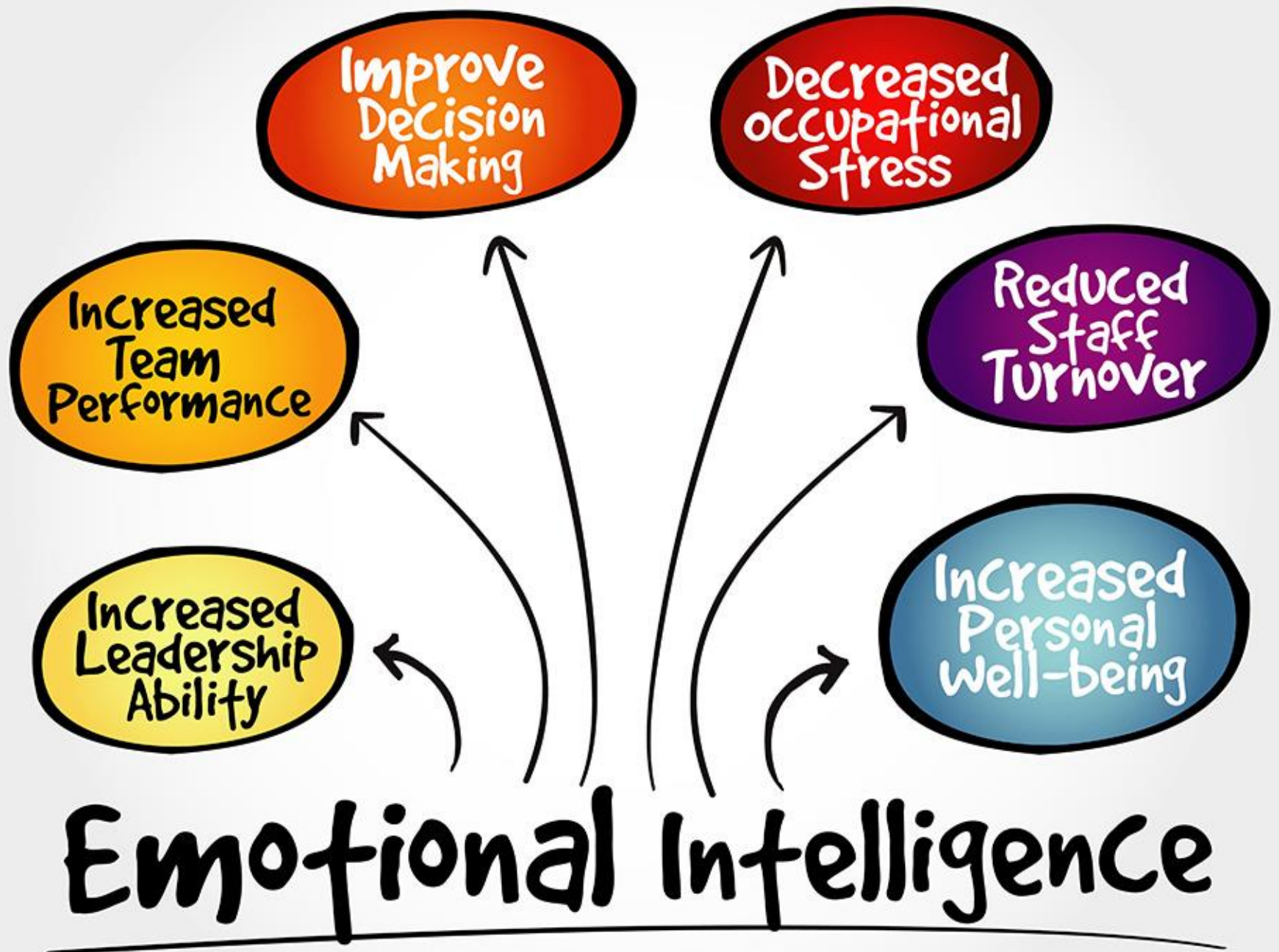
You wont feel alone

You wont feel undervalued

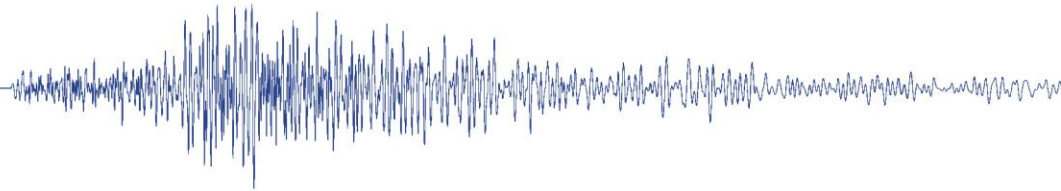
You will improve the quality of your work – family – friends – life



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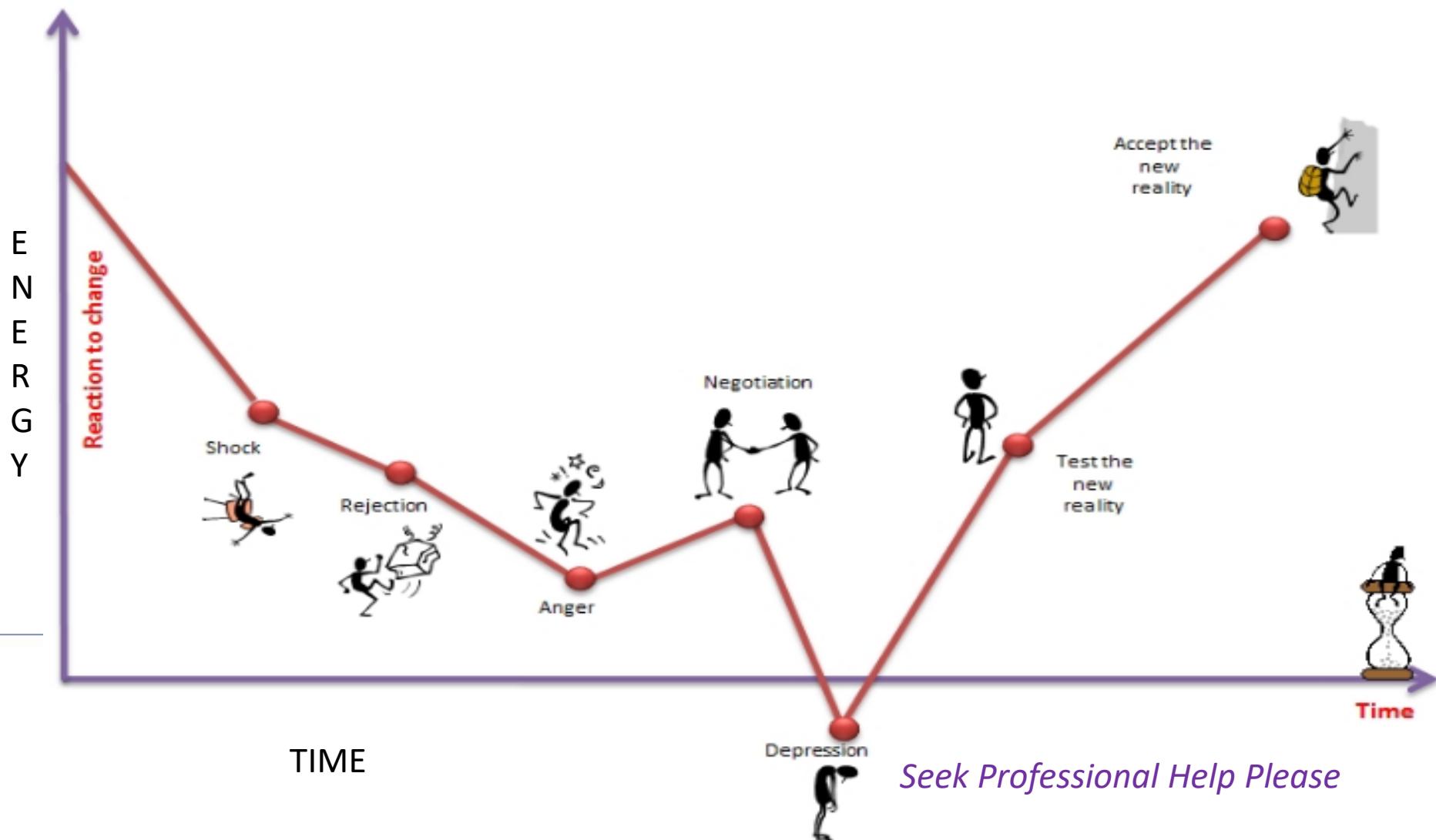


TOOL NUMBER 1



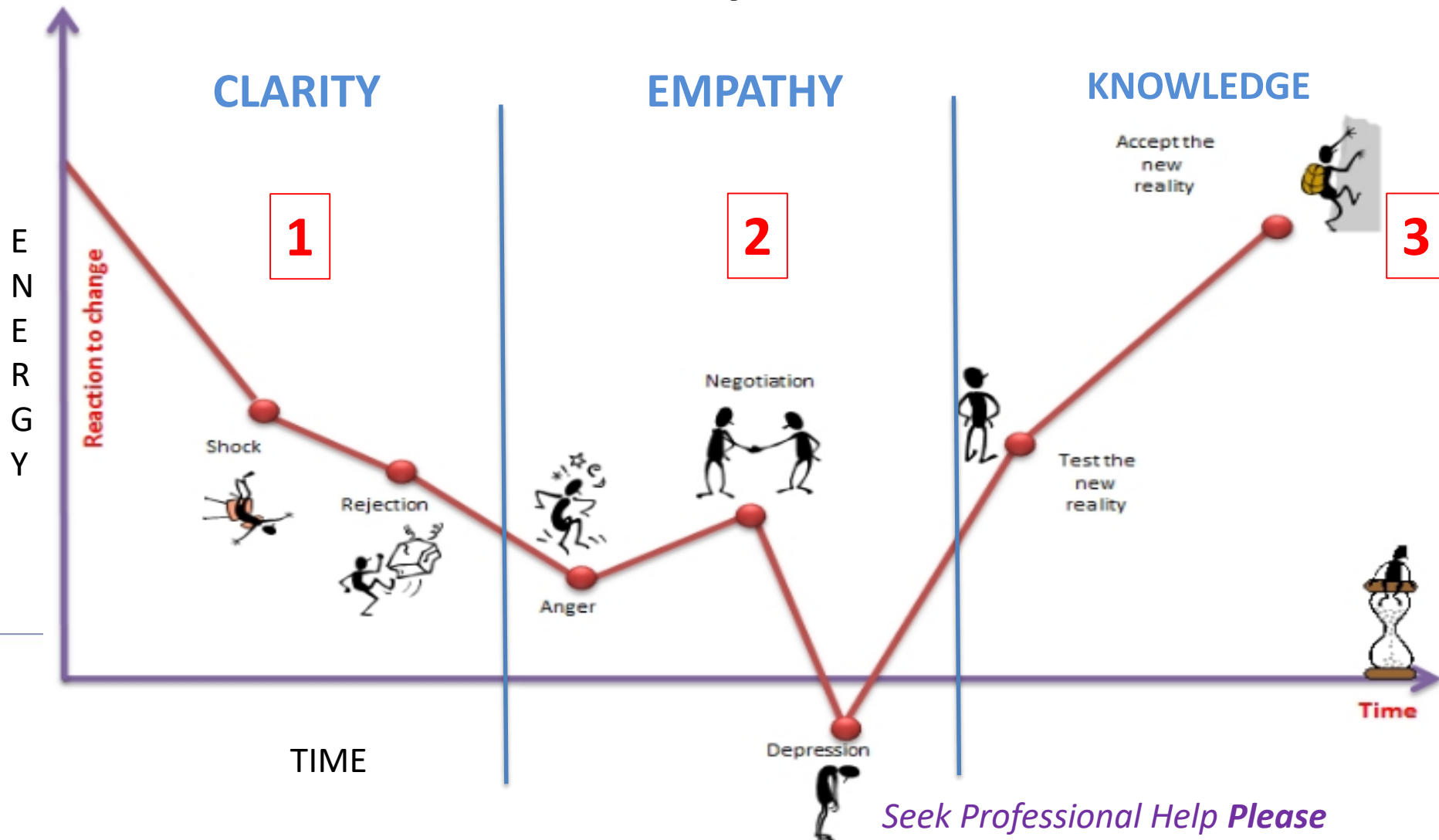
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Change Management Curve

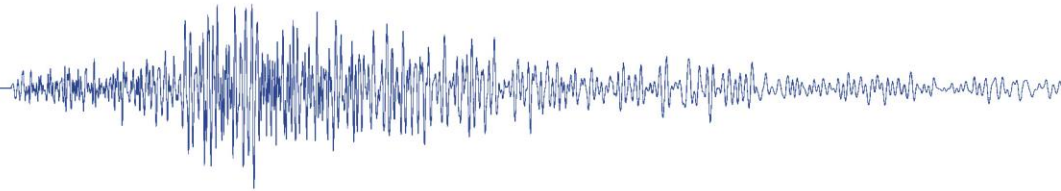


Poll

TODAY, where are you on this curve



TOOL NUMBER 2

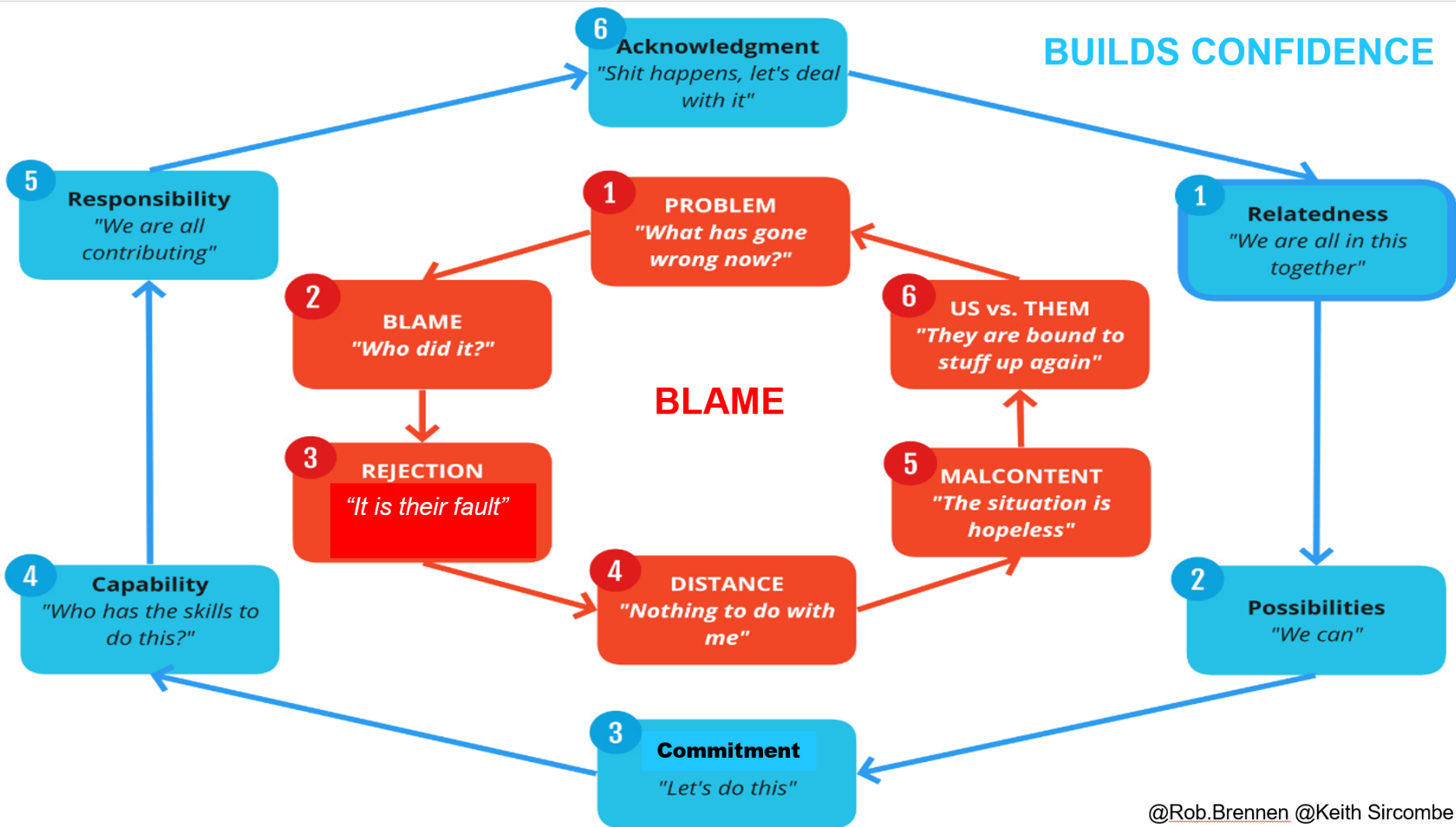


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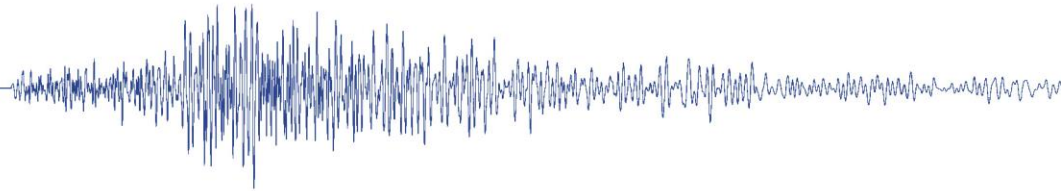
Red – Blue

Blame – Growth

‘What about me’ – ‘We will rock you’

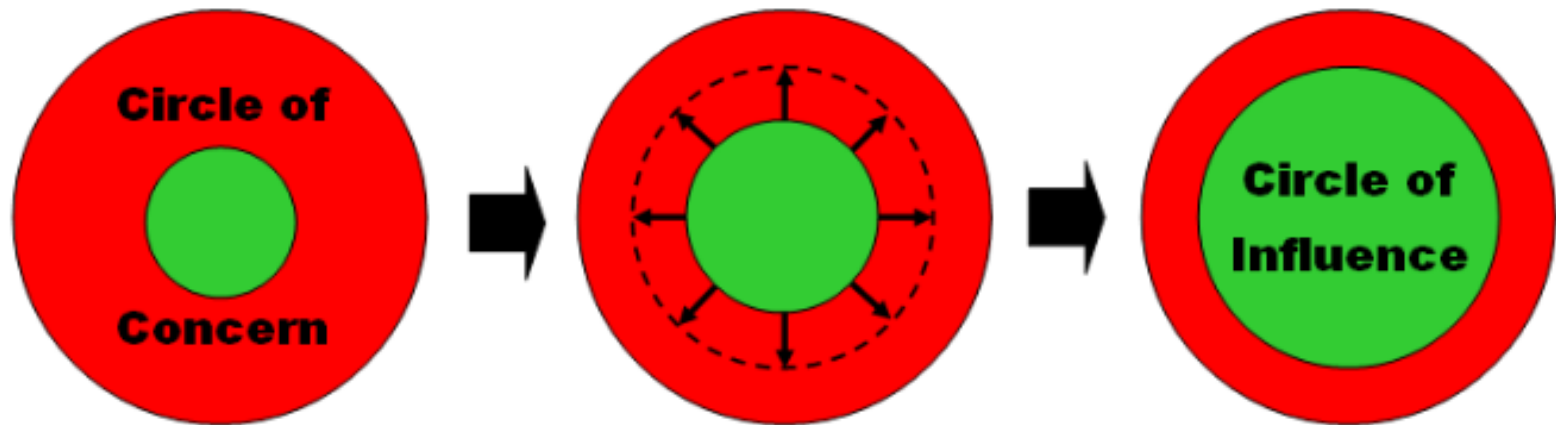


TOOL NUMBER 3



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Circle of Influence



Reactive Focus

You focus the majority of your time and energy on your concerns and problems. You don't take responsibility for your own situation.

Changing Your Focus

You choose to redirect your time and energy. You begin focusing on those things within your control, and you start making a difference.

Proactive Focus

You devote the majority of your time and energy to changing what is in your control. Your life improves and you stop blaming others.

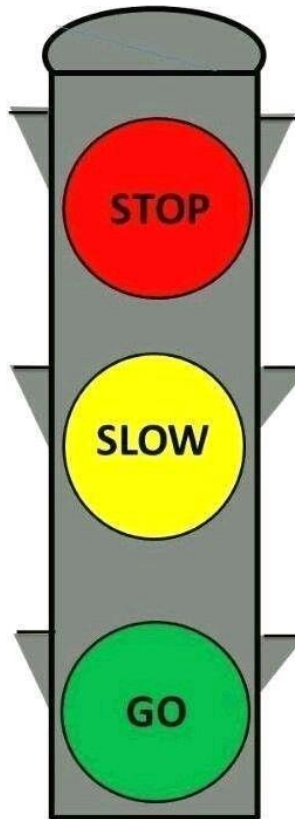
Left Circle of Concern (erosion) **BAD** *Immature*
Right Circle of Influence (growth) **GOOD** *Mature*

TOOL NUMBER 4



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SELF AWARENESS



RED LIGHT CLUES

Punching the wall
Cursing

Grandstanding
Frustrated

YELLOW LIGHT CLUES

Voice getting louder
Head pounding
Telling myself how
unfair this is

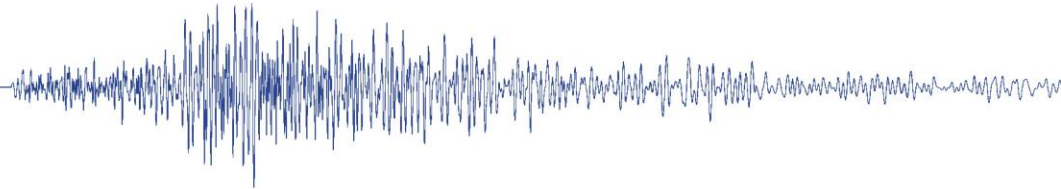
GREEN LIGHT CLUES

"Feeling a okay."
Very relaxed

Excluded Zone

Misunderstood Zone

Genius Zone



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<https://www.pinterest.com.au/pin/564920347007104678/>



"When the Japanese mend broken objects, they aggrandize the damage by filling the cracks with gold. They believe that when something's suffered damage and has a history it becomes more beautiful."

Billie Mobayed

POLL

Have you learnt something new so far tonight?

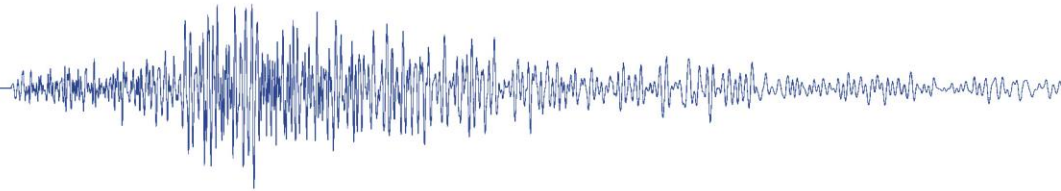
If you offer professional mentoring or coaching services please type your contact details in the chat.



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TOOL NUMBER 5

MY SECRET WEAPON



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‘YES, AND’...

Take the improvisational comedy rule that demands actors to say, “yes, and” to everything and turn it into a work philosophy.



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TOOLS NUMBER 6-10



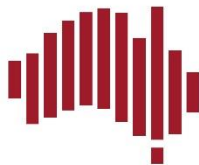
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TIP: UTILISE NETWORKS



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Professional Networks



AUSTRALIAN
INSTITUTE OF
GEOSCIENTISTS

Supporting Geoscientists



AusIMM

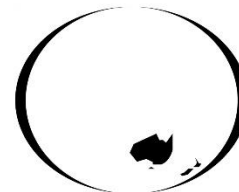


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PESA

Petroleum Exploration
Society of Australia

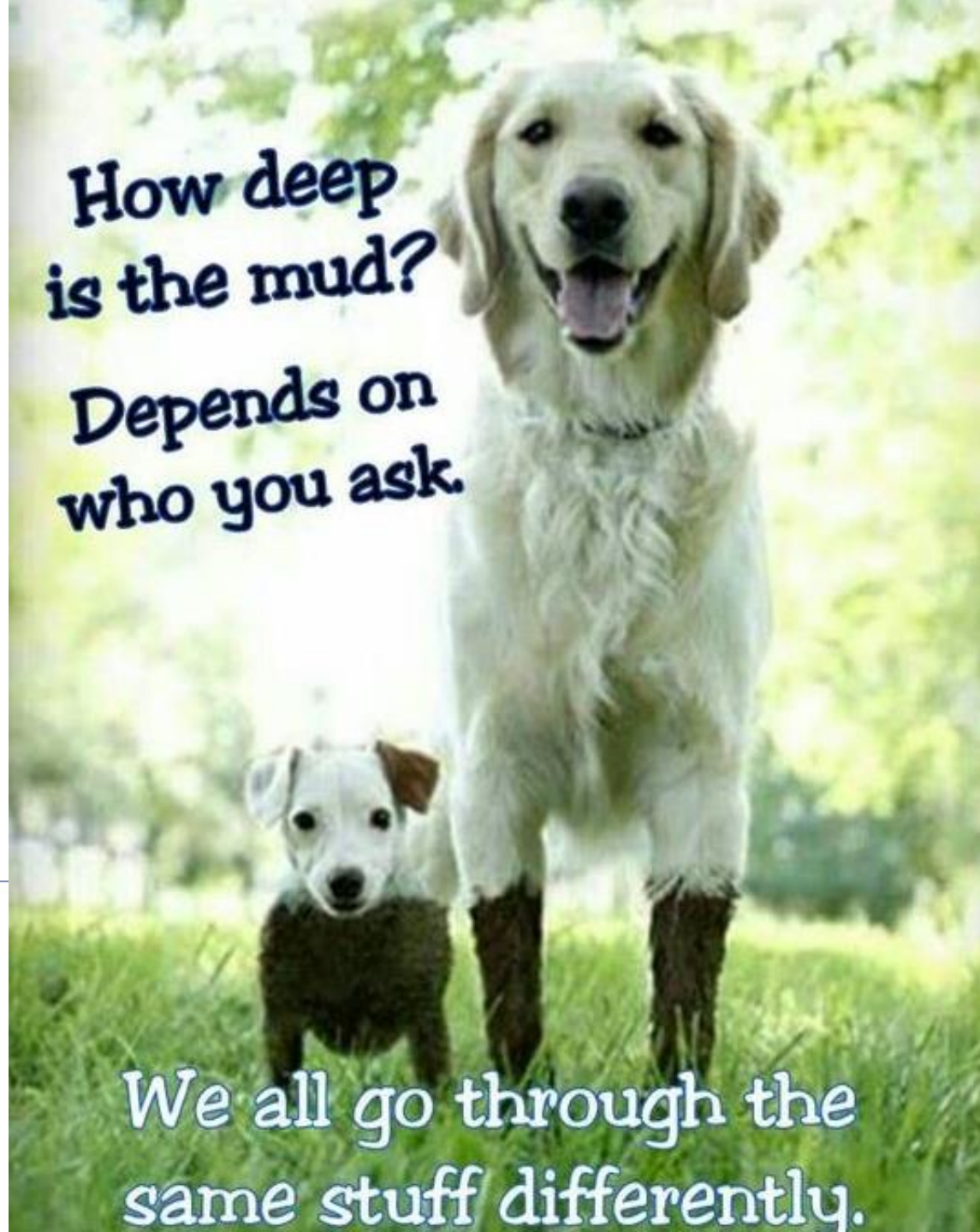


ANZGG
AUSTRALIAN & NEW ZEALAND
GEOMORPHOLOGY GROUP

Self Awareness

- ✓ Self Esteem
- ✓ Health
- ✓ Feedback/Forward
- ✓ Share what you learn
- ✓ Gather evidence about you

Tip: Write a list of your superpowers



Imposter Syndrome?

*The fear of being discovered as a fraud
It is much much more than nerves
The little voice that says you don't belong*

Use your super powers

*Use an Evidence Base
Record Successes
Seek Feedback
Acknowledge the feelings and breath deeply*

**KEEP AN EYE OUT FOR THE ASEG ORGANISED
INNER CRITIC WORKSHOP (Happiness Concierge)**



Copyright the Incredibles Pixar



“Adapt, Solve,
Be Consistent,
Don’t Give Up,
Believe in Yourself.”

I ‘attended’ an Elite Training session at the AIS

I wish I looked a little like an athlete...



Celebrate achievements, be grateful for the opportunities

Celebrate Achievements

Most girls are smart and strong and beautiful
Most girls work hard, go far, we are unstoppable
Most girls, our fight to make every day
No two are the same
I wanna be like, I wanna be like most girls



Celebrate!

The small things.



Thank you for joining us today, thank you for your time and support

Marina Costelloe

Mother, Wife, Geophysicist, Advocate, Manager, Mentor, Leader and Explorer

Please consider joining the ASEG

Free for students

New Graduate Rates too



Australian Government
Geoscience Australia

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LinkedIn @Marina Costelloe

Twitter @M_Costelloe